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REF : Economic Reporting Circular No. 25, December 8, 1950

SUBJECT: Annual Labor Report 1951--Nigeria and British Cameroons.

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GENERAL

1951 in the labor movement and on the labor scene in Nigeria was a year of relative quiet despite a steadily rising cost of living for the workers. The number of man-days lost by strikes in the area was only approximately five per cent of the total for 1950, with the most serious strike, the slowdown on the railways, taking place in the last days of the year. Twenty-eight new unions registered with the Labor Commissioner, all of them small organizations. Little progress was made in attempts to organize the employees of the largest foreign firm in the face of determined opposition from the management. There were slight increases in wages and salaries in scattered sectors of the labor scene but the largest employer, the Nigerian Government, had not yet completed its plans for blanket salary increases; which will probably be delayed until well into 1952. There was a lot of shifting of labor leaders in the movement with the consequent development of no outstanding new figures.

NIGERIAN LABOR AND THE W.F.T.U.

Late in the second quarter of the year the Nigerian Labor Congress disaffiliated from the WFTU with every little stir being created by the move. There was not, at year's end, any strengthening of the relationship between the Nigerian trade unions and the ICFTU although breaking off from the WFTU will leave the NLC free to join the non-Communist camp any time it so desires. The significance of both the disaffiliation from the WFTU and any possible affiliation with the ICFTU is not too great because of the very loose nature of the local organization. There was very little interest among the rank and file of workers in the breaking away from the WFTU and it would make little difference to the mass of workers if the Congress joined h the ICFTU.

EMPLOYMENT LEVELS

Only partial and incomplete information is available as regards the numbers of workers employed and unemployed in Nigeria, but it is generally felt that the level of employment is up and that there are few employables left unemployed with one exception. There are hundred of workers in Nigeria who have registered at the employment agencies of the Government as skilled carpenters, plumbers, etc. who cannot find work. The majority of these workers are <u>not</u> skilled but think they are and will not accept unskilled jobs, while, at the same time, they cannot find placement as skilled workers despite the very large demand for artisans. These individuals might well be termed "unemployed by reasons of self-esteem".

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Employment statistics for establishments employing less than ten people show a total of 244,387 on the payrolls, of which 3,290 are females. Far the largest category is that of common laborers, which leads the nearest by almost 400 per cent having a total of 153,228.

LABOR TURNOVER

No statistics on the general labor turnover situation throughout Nigeria are available but local officials state that it is thought to be about normal for an undeveloped colonial region. There is more turnover in the rural areas than in Lagos because of the dependence of the city dwellers upon steady work to meet the unvarying and persistent demands for cash in their daily living. The one real center of heavy labor turnover continues to be in the tin mines in the Plateau Province. The work in these mines is somewhat seasonal but the majority of the laborers do not find themselves severely inconvenienced by this situation. Many workers never report back to work in the same year even when the jobs open up again after a slack period because they earned enough to meet the cash obligations they have in respect to taxes and clothing and are content to live the rest of the year on the produce of their subsistence food farms. The total labor force in busy times in the mines is estimated for 1951 at 33,000 workers, yet the number of workers on the payroll during the entire year reached approximately 190,000 nearly six times as many.

WAGES AND HOURS

There was little change in the average hours of work for Nigerian labor during the period, and the average statistics are shown in Table "B" of the Appendices to this report. The overall average minimum hours per week was 28 and the maximum 79 hours per week.

Wages vary considerably from place to place in Nigeria. The wages for what is called "General Labour" in representative locales was as follows:

Area	Wage Scale Per Day.
Lagos	2 shillings 10d - 3 shillings 2d
Oyo Province	1 shilling 7d - 1 shilling 11d
Zaria Province	1 shilling 9d - 2 shillings 1d
Bamenda and Onitsha Provinces	1 shilling 5d - 1 shilling 9d

(Further wage scales may be found in Tables "C-1" and "C-2" of the Appendices.)

Average salaries for "white collar" workers ranged from £84 per year to £450.

The only major piece of legislation applying to wages and hours was one which established slightly higher wage rates in the building trade and made provisions for a new system of classification for employees in most categories of this trade.

1951 overtime pay scales may be found in Table "D" of Appendices. Straight overtime is calculated at time and a quarter, while work performed on holidays or non-working days drew time and a half.

WORKER TRAINING PROGRAMS

Most of the private employers in Nigeria use a system of apprenticeship to train its employees, but the Nigerian Government maintains what are called Trade Centres to train workers. This program was strengthened during 1951 in an attempt to fulfill the strong and unsatisfied demand for skilled workers. Also, the various Departments of the Government trained workers in their own establishments. During the period from April 1, 1950 to March 31, 1951 a total of 2,204 were trained in the various Department's "in-service" training system, and at the end of March 1951 there were 3,957 being trained under this system. The Departments trained employees in the following occupations:

Agriculture	Mines
Civil Aviation	Nigerian Coal Corporation
Commerce & Industries	Railway
Co-operative	Posts & Telegraphs
Customs & Excise	Printing & Stationery
Education	Prisons
Electricity	Public Works
Forestry	Supreme Court
Geological Survey	Survey
Marine	Treasury
Marketing & Exports	Veterinary
Medical	Welfare

The Department of Labour's Trade Centres offered training in fifteen different skills. These trades and the length of training period are as follows:

Painters and Decorators	2½ years
Wood Mechanics	2½ years
Bricklayers	3½ years

Instrument Mechanics	3 years
Electricians	3½ years
Sheetmetal Workers	4 years
Blacksmiths and Welders	4 years
Moulder	4 years
Motor Mechanics	4½ years
Carpenters	4½ years
Shipwrights	4½ years
Mechanics	5 years
Cabinet Makers	5 years
Marine Mechanics	5 years
Pattern-makers	5 years

EMPLOYMENT AGENCIES

The only organized employment agencies during the period were those run by the Nigerian Government throughout Nigeria. These six agencies had a live register at the end of 1951 of 6,833 persons. (5,423 adults and 1,410 juveniles). During the period under report a total of 3,007 jobs were filled by the agencies. Table "F" of the Appendices shows the breakdown by location of these statistics.

LABOR UNION ACTIVITIES

The Department of Labor continued its encouragement of labor unions and assisted in the formation of several new, small unions during the year. Labour Officers continued their advice on and inspection of unions, with a decided emprovement resulting as regards the keeping of union accounts and the raising of the level of honesty and accountability of officials of the organizations. The precarious financial position of most Nigerian unions was not assisted by the continuing tendency of far too many of the leaders to utilize their official positions as a means of making substantial additions to their private incomes. Numerous examples of absconding with union funds occurred during the year.

Efforts were made late in the year to resuscitate the prone Amalgamated Union of the United Africa Company African Workers, but these efforts were not at all successful. One of the prime movers of this action was Mr. Nduka EZE, who had resigned as General Secretary of the AUUACAW in July 1951. His efforts were bound to be a failure because of the unpopularity of Eze in the labor movement resulting from acts by him held to be questionable in the minds of the workers. There was no other leader in this union capable of gathering a sufficient following to assure successful reorganization of the union. The efforts of the Department of Labour here to encourage the revitalization met

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with employer-resistance by the company of a nature very reminiscent of the rough and tough period of nascence of the American union movement.

The Nigerian Union of Seamen had a rather hectic year in so far as the internal organization of the union was concerned. The early part of the year saw legal action being taken against the former General Secretary, Mr. Franco OLUGBAKE, with final settlement out of court. During the period there was intense dissatisfaction with the leaders among the rank and file of the union and in November action was taken to expel Mr.G.I. AWOBIYI, the new General Secretary. The membership charged that he was inefficient and a coward when it came to dealing with port officials and that he had thwarted union plans to recruit members on the basis of tribal representation. The effectiveness of the union was severely crippled during 1951 by the internal strife and by year's end it looked as if a complete reorganization was indicated.

STRIKES

A total of 10,442 man-days were lost by strikes during 1951, as compared with 207,175 during 1950. The three largest elements in this figure were plantation labor dispute in Meanja during October, a dispute by timber workers in Ondo in June and July and the April strike by Lagos stevedores. The workers won almost all of the points under dispute in these strikes and it is interesting to note that wage increases were not the issues in any of these three big strikes. Of the twenty-eight strikes involving work stoppages only four were called on the issue of wage increases being demanded, working conditions and suspensions of employees formed the grounds for most of the disputes - both those involving work stoppages and those which did not. Table "G" of the appendices lists the work stoppages during 1951, their causes and the settlements.

UNION REGISTRATION

A total of twenty-eight new unions registered with the Department of Labour during 1951, as required by law, but statistics as to the numerical strength of the new unions were not available.

Total number of unions registered as of December 31,1951 was 120. A list of the registered labor unions in Nigeria and the British Cameroons with date of registry and membership (where known) as of the end of 1951 is appended (Table "H").

Robert W. Ross
American Vice Consul

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Sources:

Conversations with Trades Unions Officer, Nigerian Department of Labor.
Department of Labor reply to questionnaire.
Local newspapers.

Enclosures:

1. Table A - Number of Workers Employed 1951.
2. Table B - Average Hours of Work 1951.
3. Table C-1 - Representative 1951 Wage Changes.
4. Table C-2 - Representative Pay Scales.
5. Table D - Overtime Pay--Monthly Salaries.
6. Table E - Overtime Pay--Daily Wages
7. Table F - Employment Agencies' Live Registers 1951.
8. Table G - Disputes Involving Work Stoppages.
9. Table H - Registered Nigerian Labor Unions 1951.

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Table A

Number of Workers Employed 1951

Under 18 (not apprenticed)	914
Apprentices	2,303
Laborers	153,228
Skilled Laborers	40,952
Craftsmen & Artisans	26,646
Clerical	10,081
Supervisors	6,973
Female Under 18	170
Female 18 and over	3,120
Total	244,387

(The above figures do not include the employees of establishments employing less than 10 persons.)

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Table B

Average Hours of Work 1951

	Minimum	Maximum
Under 18 (not apprenticed)	24	56
Apprentices	24	78
Laborer	28	84
Skilled Laborer	34	84
Artisans and Craftsmen	28	72
Clerical	28	72
Supervisor	34	56
Female under 18	34	56
Female 18 and over	20	66

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Table C-1

Representative 1951 Wage Changes

Industry and Locality	Dates from which changes took effect	Class of work people	Particulars of Changes Old Rate	New Rate
Government Service (unestablished and daily rated staff):				
Benin Province Warri Province excluding Burutu and Forcados towns.	6/1/51	General Labor	1/7-1/11d per day	1/9-2/1d per day
		Special Labor Grade III	1/8-2/- per day	1/10-2/2d per day
		Special Labor Grade II	2/3-2/9d per day	2/3-2/9d per day
		Special Labor Grade I	3/- - 4/- per day	3/- - 4/- per day
Minna Town	7/1/51	General Labor	1/3-1/7d per day	1/5-1/9d per day
		Special Labor Grade III	1/4-1/8d per day	1/6-1/10d per day
		Special Labor Grade II	2/- -2/6d per day	2/3-2/9d per day
		Special Labor Grade I	2/6-3/6d per day	3/- - 4/- per day
Timber, Sawmill and Plywood:				
Sapele	5/1/51	Entire technical staff and laborers:		
		Group 5	1/9-2/8d per day	1/10-2/2d per day
		Group 6	1/9-2/8d per day	2/1-2/7d per day
		Group 7	1/9-3/4d per day	2/6-3/- per day
		Group 8	1/9-3/10d per day	2/11-3/5d per day
		Group 9	1/9-3/4d per day	3/4-3/10d per day
		Group 10	2/3-13/4d per day	3/9-4/3d per day

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Industry and Locality	Dates from which changes took effect	Class of work people	Particulars of changes Old Rate	New Rate
		Group 11	2/6-3/10d per day	4/2-4/8d per day
		Group 12	3/4-5/10d per day	4/8-5/2d per day
		Group 13	2/6d-4/2d per day	5/2-5/9d per day
		Group 14	2/6-7/1d per day	5/8-6/4d per day
		Group 15	3/4-13/4d per day	6/3-7/- per day
		Group 16	4/2-8/4d per day	7/- - 7/9d per day
		Group 17	4/2-8/4d per day	7/9-8/7d per day
		Group 18	8/9-10/6d per day	8/6-9/6d per day
		Group 19	4/2-13/4d per day	8/9-10/6d per day
		Supervisory	-	£9-10-0-£13-10-0 per month
			£12-£19 per month	£12-£19 per month
			£17-£25 per month	£17-£25 per month
			-	£17-£25 per month
			-	£22-10-0 - £30 per month
			£29-3-4-£37-10-0 per month	£30-£38 per month
Timber (Exporting) Company.				
Sapele	5/1/51	Timber Staff		
		Quartermasters	£4-£6-5-0 per month	£48-3-£63 per annum
		Painters, Bricklayers, Carpenters, Engineers, Coopers	3/10-8/10½d per day	7/9-8/7d per day
		Mechanics	6/7d per day	7/7-8/7d per day
		Foreman	4/10d per day	6/3-7/- per day
		Motor Saw Mechanics	3/5d per day	5/2-5/9d per day
		Headmen	2/8 per day	3/9-4/3d per day
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Industry and Locality	Dates from which changes took effect	Class of work people	Particulars of Changes Old Rate	New Rate
		Dressers, Axe boys, Winch boys, Paint boys, drivers, Assistant Saw Operators, Beach boys	1/10d-2/9d per day	2/11-3/5d per day
		Catchers	2/8d per day	2/8d per day
		Water boys, Jack boys, Engineer Assistants	2/2-2/6d per day	2/6-3/- per day
		Watch boys, Watchnights, Deckhands	1/11-2/6d per day	1/10-2/2d per day
		Laborers	1/9-1/10d per day	1/10d per day
		Gate boys, Dirty boys	1/11-2/2d per day	1/9-2/2d per day
		Sawmill Staff		
		Senior clerks	£6 per month	£8-10-0 per month
		Mill Headmen, Bandmill Operators, Engineers, Saw doctors	2/4-4/1d per day	7/9-8/7d per day
		Edger Operators	3/1d per day	7/- - 7/9 per day
		Graders, Yard Foremen	3/1-3/10d per day	6/3-7/- per day
		Index Operators, Small Saw Operators, Tally Clerks	2/4-3/1d per day	3/9-4/3d per day
		Crane Drivers	2/4d per day	2/11-3/5d per day
		Stackers, Dunnage laborers, Truckers	1/9d per day	2/1-2/7d per day
		Laborers	1/9d per day	1/10d per day
		Semi-skilled laborers	1/9d per day	1/9-2/2d per day

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Table C-2

Representative Pay Scales

Lagos:	Laborers:	General Labor	2/10 - 3/2 per diem
		Special Labor Grade III	2/11 - 3/3 per diem
		Special Labor Grade II	3/3 - 3/9 per diem
		Special Labor Grade I	3/9 - 4/9 per diem
Oyo Province:			
	Laborers:	General Labor	1/7 - 1/11 per diem
		Special Labor Grade III	1/8 - 2/- per diem
		Special Labor Grade II	2/3 - 2/9 per diem
		Special Labor Grade I	3/- - 4/- per diem
Zaria Province:		General Labor	1/9 - 2/1 per diem
		Special Labor Grade III	1/10 - 2/2 per diem
		Special Labor Grade II	2/3 - 2/9 per diem
		Special Labor Grade I	3/- - 4/- per diem
Bamenda Province and Onitsha Province:		General Labor	1/5 - 1/9 per diem
		Special Labor Grade III	1/6 - 1/10 per diem
		Special Labor Grade II	2/3 - 2/9 per diem
		Special Labor Grade I	3/- - 4/- per diem

White Collar workers

3rd Class Clerk	£84 - £126 per annum
2nd Class Clerk	£136 - £170 per annum
1st Class Clerk	£180 - £250 per annum
Assistant Chief Clerk	£265 - £350 per annum
Chief Clerk	£360 - £450 per annum

Table D

Overtime Pay--Monthly Salaries

Salary	Daily Equivalent of 1/30 of 1/12	Half Day's Pay 1/60 of 1/12	Hourly Rate 190th of 1/12	Overtime at Time and quarter	Work free day at time and a half
42	2/4d	1/2d	4.44	6d	7d
45	2/6d	1/3d	4.74	6d	7½d
48	2/8d	1/4d	5.05	6½d	8d
52	2/11d	1/6d	5.47	7d	8½d
54	3/-	1/6d	5.68	7½d	9d
56	3/1d	1/7d	5.89	7½d	9d
57	3/2d	1/7d	6.	7½d	9d
60	3/4d	1/8d	6.32	8d	10d
64	3/7d	1/10d	6.74	8½d	10½d
66	3/8d	1/10d	6.95	9d	10½d
69	3/10d	1/11d	7.26	9½d	11d
72	4/-	2/-	7.58	9½d	11½d
75	4/2d	2/1d	7.89	10d	1/-
75	4/3d	2/2d	8.	10d	1/-
78	4/4d	2/2d	8.21	10½d	1/0½d
80	4/5d	2/3d	8.42	11d	1/1d
81	4/6d	2/3d	8.53	11d	1/1d
84	4/8d	2/4d	8.84	11½d	1/1½d
88	4/11d	2/6d	9.25	1/-	1/2d
90	5/-	2/6d	9.47	1/-	1/2½d
92	5/1d	2/7d	9.68	1/0½d	1/2½d
93	5/2d	2/7d	9.79	1/0½d	1/3d
96	5/4d	2/8d	10.11	1/1d	1/3½d
100	5/7d	2/10d	10.53	1/1½d	1/4d
102	5/8d	2/10d	10.74	1/1½d	1/4½d
104	5/9d	2/11d	10.95	1/2d	1/4½d
108	6/-	3/-	11.38	1/2½d	1/5d
112	6/3d	3/2d	11.61	1/3d	1/6d
114	6/4d	3/2d	12.	1/3d	1/6d
116	6/5d	3/3d	12.22	1/3½d	1/6½d
120	6/8d	3/4d	12.63	1/4d	1/7d
124	6/11d	3/6d	13.05	1/4½d	1/8d
126	7/-	3/6d	13.26	1/4½d	1/8d
128	7/1d	3/7d	13.47	1/5d	1/8½d
130	7/3d	3/8d	13.68	1/5d	1/8½d
132	7/4d	3/8d	13.89	1/5½d	1/9d
136	7/7d	3/10d	14.32	1/6d	1/9½d
138	7/8d	3/10d	14.53	1/6d	1/10d
140	7/9d	3/11d	14.73	1/6½d	1/10½d
144	8/-	4/-	15.15	1/7d	1/11d
150	8/4	4/2d	15.78	1/8d	2/-

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Salary	Daily Equivalent of 1/30 of 1/12	Half Day's Pay 1/60 of 1/12	Hourly Rate 190th of 1/12	Overtime at Time and quarter	Work free day at time and a half
152	8/5d	4/3d	16.	1/8d	2/-
155	8/7d	4/4d	16.31	1/8½d	2/0½d
160	8/11d	4/6d	16.84	1/9d	2/1½d
165	9/2d	4/7d	17.36	1/10d	2/2d
168	9/4d	4/8d	17.68	1/10d	2/2½d
170	9/5d	4/9d	17.89	1/10½d	2/3d
180	10/-	5/-	18.94	2/-	2/4½d
190	10/7d	5/4d	20.	2/1d	2/6d
200	11/1d	5/7d	21.05	2/2½d	2/8d
210	11/8d	5/10d	22.11	2/4d	2/9½d
220	12/3d	6/2d	23.16	2/5d	2/11d
230	12/9d	6/5d	24.21	2/6½d	3/0½d
240	13/4d	6/8d	25.26	2/7½d	3/2d
250	13/11d	7/-	26.32	2/9d	3/3½d
260	14/5d	7/3d	27.37	2/10½d	3/5d
265	14/9d	7/5d	27.89	2/11d	3/6d
270	15/-	7/6d	28.42	3/-	3/7d
280	15/7d	7/10d	29.47	3/1d	3/8½d
285	15/10d	7/11d	30.	3/1½d	3/9d
290	16/1d	8/1d	30.53	3/2½d	3/10d
295	16/4½d	8/2d	31.05	3/3d	3/11d
300	16/8d	8/4d	31.58	3/3½d	3/11½d
305	16/11d	8/6d	32.05	3/4½	4/0½d
306	17/-	8/6d	32.16	3/4½d	4/0½d
310	17/3d	8/8d	32.63	3/5d	4/1d
315	17/6d	8/9d	33.16	3/5½d	4/2d
320	17/9d	8/11d	33.68	3/6½d	4/2½d
325	18/1d	9/1d	34.21	3/7d	4/3½d
330	18/4d	9/2d	34.74	3/7½d	4/4½d
335	18/7d	9/4d	35.26	3/8d	4/5d
340	18/11d	9/6d	35.79	3/9d	4/6d
350	19/5d	9/9d	36.84	3/10d	4/7½d
360	20/-	10/-	37.95	3/11½d	4/8d
365	20/3d	10/2d	38.42	4/-	4/10d
370	20/7d	10/4d	38.95	4/1d	4/10½d
375	20/10d	10/5d	39.47	4/1½d	4/11½d
380	21/1d	10/7d	40.	4/2d	5/-
390	21/8d	10/10d	41.05	4/3½d	5/1½d
400	22/3d	11/2d	42.11	4/5d	5/3½d
405	22/6d	11/3	42.63	4/5½d	5/4d
420	23/4d	11/8d	44.21	4/7½d	5/6½d
425	23/7d	11/9d	44.74	4/8d	5/7½d
435	24/2d	12/1d	45.79	4/9½d	5/9d
450	25/-	12/6d	47.37	4/11½d	5/11d
465	25/10d	12/11d	48.94	5/1½d	6/1½d

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Salary	Daily Equivalent of 1/30 of 1/12	Half Day's Pay 1/60 of 1/12	Hourly Rate 190th of 1/12	Overtime at Time and quarter	Work free day at time and a half
475	26/5d	13/3d	50.	5/2½d	6/3d
480	26/8d	13/4d	50.53	5/3½d	6/4d
500	27/9d	13/11d	52.63	5/6d	6/7d
525	29/2d	14/7d	55.26	5/9d	6/11d
550	30/7d	15/4d	57.89	6/0½d	7/3d
575	31/11d	16/-	60.53	6/4d	7/7d
600	33/4d	16/8d	63.16	6/7d	7/11d

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Table E

Overtime Pay--Daily Wages

Daily Rate	Hourly Rate 1/44 of 6 days	Overtime at time and a quarter	Work free day at Time and a half
9d	1.23	2d	2d
10d	1.36	2d	2½d
11d	1. 5	2d	2½d
1/-	1.64	2½d	2½d
1/1d	1.77	2½d	3d
1/2d	1.92	2½d	3d
1/3d	2.09	3d	3½d
1/4d	2.18	3d	3½d
1/5d	2.32	3d	3½d
1/6d	2.45	3½d	4d
1/7d	2.59	3½d	4d
1/8d	2.73	3½d	4½d
1/9d	2.86	4d	4½d
1/10d	3.	4d	4½d
1/11d	3.14	4d	5d
2/-	3.27	4½d	5d
2/1d	3. 4	4½d	5½d
2/2d	3.54	4½d	5½d
2/3d	3.68	5d	6d
2/4d	3.82	5d	6d
2/5d	3.95	5d	6d
2/6d	4.09	5½d	6½d
2/7d	4.23	5½d	6½d
2/8d	4.36	5½d	7d
2/9d	4. 5	6d	7d
2/10d	4.64	6d	7d
2/11d	4.77	6d	7½d
3/-	4. 9	6½d	7½d
3/1d	5.	6½d	8d
3/2d	5.18	6½d	8d
3/3d	5.32	7d	8d
3/4d	5.45	7d	8½d
3/5d	5.59	7d	8½d
3/6d	5.73	7½d	9d
3/9d	6.17	8d	9½d
4/-	6.55	8½d	10d
4/3d	6.95	9d	10½d
4/6d	7.36	9½d	11½d
5/-	8.09	10½d	1/0½d
5/6d	9.	11½d	1/1½d
6/-	9.82	1/0½d	1/3d
6/6d	10.64	1/1½d	1/4d

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Daily Rate	Hourly Rate 1/44 of 6 days	Overtime at time and a quarter	Work free day at Time and a half
7/-	11.45	1/2½d	1/5½d
7/6d	12.27	1/3½d	1/6½d
8/-	13.09	1/4½d	1/8½d
8/6d	13.91	1/5½d	1/9d
9/-	14.73	1/6½d	1/10½d
9/6d	15.56	1/7½d	1/11½d

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Table F

Employment Agencies' Live Register 1951

Exchange	Adults	Juveniles
Lagos	4,553	976
Ibadan	-	179
Jos	673	-
Sapele	160	68
Enugu	-	187
Victoria	37	-
Total	5,423	1,410

Vacancies Notified and Filled in 1951

Exchange	Adults		Juveniles	
	Notified	Filled	Notified	Filled
Lagos	3,747	1,663	711	310
Ibadan	-	-	210	150
Jos	931	374	-	-
Sapele	1,023	207	17	15
Enugu	-	-	272	225
Victoria	172	63	-	-
Total	5,873	2,307	1,210	700

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Table G

Disputes Involving Work Stoppages

Industry and Locality	Number of workers involved directly	Stoppage of work Began	Stoppage of work Ended	Man-days lost	Cause	Result
Agriculture						
(a) Kano	40	7/24/51	7/24/51	10	Introduction of a seven-day week	Workers agreed to return to work in order to give the new arrangement a trial.
(b) Buea	22	10/5/51	10/31/51	506	Excessive task work.	On intervention of the Secretary of their union, the strikers were re-instated by the employer on his own terms.
(c) Meanja	700	10/15/51	10/19/51	2,800	(1) Request for change of new working hours. (2) Request for re-instatement of 5 men dismissed as suspected ring leaders.	(1) Working hours altered as requested by the men. (2) The five dismissed leaders were re-instated.

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Industry and Locality	Number of workers involved directly	Stoppage of work Began	Stoppage of work Ended	Man-days lost	Cause	Result
					(3) Demand for removal of one Head Overseer accused of cruelty to and taking bribes from workers.	(3) & (4) Allegations against Overseer proved unfounded.
					(4) Alleged excessive task by Overseer.	
Building and Civil Engineering						
(a) Lagos	135	5/10/51 (8:00 a.m.)	5/10/51 (9:00 A.m)	17	Termination of appointment of two workers who fought with foreman.	Men were re-instated and transferred to another building site.
(b) Jos	36	6/1/51 (7:00 a.m.)	6/1/51 (9:00 a.m.)	9	Protest against change of working hours.	Employer agreed to defer the introduction of the new working hours till 6/11/51 to enable the objection to be discussed.
(c) Lagos	80	(1) 8/21/51 (2) 9/5/51	8/21/51 -	80	Introduction of task work and question of sick and vacation leave.	Men returned to work to enable the Manager to make necessary investigations.

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Industry and Locality	Number of workers involved directly	Stoppage of work Began	Stoppage of work Ended	Man-days lost	Cause	Result
						Later, workers accepted the Manager's proposal but went on strike again in protest against dismissal of one of them. They were paid off after the employer had tried unsuccessfully to get them back to work.
(d) Katsina	30	8/25/51	8/25/51	19	Protest against dismissal of a head mason.	Men returned to work on employer agreeing to re-instate the head mason.
Conservancy						
(a) Sapele	80	1/5/51	1/9/51	400	(1) Protest against a proposed reduction in monthly remuneration. (2) Refusal to grant workers' demand of 6d increase per pail per month.	Most strikers re-engaged by another employer on new terms.
(b) Warri	30	8/15/51	8/15/51	30	Demand for increase in wages.	Men returned to work as employer agreed to grant increase.

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Industry and Locality	Number of workers involved directly	Stoppage of work Began	Stoppage of work Ended	Man-days lost	Cause	Result
Forestry						
(a) Ondo	59	6/18/51	7/7/51	1,003	Refusal of employees to load timber into lorry by hand instead of by winch.	Employer dismissed all the strikers. On the intervention of a Labor Officer, employer agreed to re-engage some of them in the following month.
(b) Calabar	49	9/13/51	9/16/51	196	Proposed standing off of about 25 workers owing to low output	Proposal to stand-off the men suspended.
Marine						
Bota	18	8/7/51	8/23/51	306	(1) Increase in wages. (2) Demand for conversion to artisan's rate pay.	Men returned to work on the intervention of the officials of their union who promised to take the matter up with the management.
Mercantile						
Kano	34	9/11/51	9/11/51	4	Demand for advance payment of wages.	Management met the union's demand.
Mining and Quarrying						
(a) Bukuru	142	1/4/51 (11:00 a.m)	1/4/51 (3.15 p.m.)	58	Strike called in sympathy for a fellow	A Labor Officer intervened and secured the men's return to work.

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Industry and Locality	Number of workers involved directly	Stoppage of work Began	Stoppage of work Ended	Man-days lost	Cause	Result
					worker dismissed for alleged unsatisfactory work.	
(b) Kaduna	488	8/22/51	8/23/51	488	Protest against non-employment of a regular task worker.	Task worker transferred to another paddock.
(c) Bukuru	101	10/29/51	-	-	Protest against the dismissal of two drivers.	Strikers summarily dismissed for breach of contract.
Native Administration Services.						
(a) Abeokuta	56	7/1/51	7/8/51	488	Demand for payment of "dirty bonus" and improved conditions of service.	Men returned to work on the intervention of a Labor Officer. A petition was later submitted by the men to the Egba Native Authority.
(b) Benin	50	8/8/51	8/8/51	6	Non-application of new rates of pay.	New rates applied and arrears due promised to be paid as soon as possible.
(c) Kano	200	8/28/51	8/28/51	25	Protest against termination of appointment of 16 co-workers.	Re-engagement promised by employer as and when work became available.

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Industry and Locality	Number of workers involved directly	Stoppage of work Began	Stoppage of work Ended	Man-days lost	Cause	Result
Printing						
(a) Lagos	40	6/2/51	6/4/51	98	Non-payment of wages for May, 1951.	After intervention by a union official, strikers returned to work on the understanding that the employer would make efforts to pay them not later than 6/9/51.
(b) Ibadan	5	7/13/51	7/16/51	18	(1) Non-payment of June, 1951 wages to two binders. (2) Non-payment of general increase in wages.	Men returned to work on the understanding that the two binders would be paid their wages before 7/21/51 and that the question of increase in wages would be discussed with the Director immediately on his return from the United Kingdom.
Public Works						
(a) Lagos	503	5/16/51 (7:00 a.m.)	5/16/51 (9:45 a.m.)	173	Notices of dismissal served on 8 special laborers for refusing to take departmental trade tests.	On the intervention of the General Secretary of the men's union, they agreed to take the trade tests and the dismissal notices were withdrawn.

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Industry and Locality	Number of workers involved directly	Stoppage of work Began	Stoppage of work Ended	Man-days lost	Cause	Result
(b) Mamfe	120	7/31/51	8/3/51	480	(1) Protest against working under rain. (2) Demand for increase in wages.	Normal duty was resumed on the intervention of the District Officer, Mamfe.
(c) Enugu	60	10/10/51 (10.30 a.m.)	10/10/51 (10.45 a.m.)	2	Protest against the alleged behavior of an Acting Assistant Works Manager.	The Divisional Engineer and the Labor Relations Officer both intervened and the men returned to work.
(d) Kano	450	10/24/51	10/24/51	127	Protest against the transfer of a driver operator to Kaduna.	Men returned to work having been satisfied that the driver operator concerned deserved the transfer.
(e) Lagos	102	9/26/51 (7:00 a.m.)	9/26/51 (9:40 a.m.)	34	Delay in granting an interview to the men to discuss matters pertaining to their general welfare.	The interview was granted on 9/26/51 and the men returned to work.

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Industry and Locality	Number of workers involved directly	Stoppage of work Began	Ended	Man-days lost	Cause	Result
Railway Zaria	47	11/3/51 and 11/5/51	-	55	Protest against the appointment of an expatriate as Road Transport Foreman in the Northern District.	Management refused to negotiate on the issue and strikers were dismissed for breach of contract.
Stevedoring (a) Lagos	500	4/6/51	4/11/51	3,000	Late payment of wages for March, 1951.	A Labor Officer intervened. Part payment (about 50%) made on 4/11/51 and other part to be paid as soon as possible.
(b) Idah	25 (Approxi-mately)	4/18/51	4/19/51	50	Demand for increase in wages.	The men returned to work on the intervention of the District Officer, Idah. The matter was later satisfacto-rily settled.

Total man-days lost - 10,442.

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Table H

Registered Nigerian Labor Unions 1951

Name of Union	Registered number	Date registered	Membership
MEMBERSHIP 50 OR UNDER			
Lagos and Ebute Metta Butchers' Union	8	7/16/40	10
Ote Temo Native Herbalists' Union	22	7/24/41	11
Ibadan African Petrol andOil Retailers' Association	24	9/2/41	31
African Commercial Workers' League, Enugu	66	8/5/42	6
Church Missionary Society Printing Press Technical Workers' Union	78	10/27/42	25
Association of Master Tailors (Nigeria).	95	11/7/44	40
Royal Exchange Assurance African Staff Union	122	1/22/47	26
Yaba Engineering Graduates' Association	162	11/2/48	15
Inland Transport and Supply Company Bakers' Union of Ebute Metta	167	11/25/48	27
Fisheries Workers' Union	185	8/17/49	41
Ife Guilders' Union	189	5/12/49	25
Nigeria Cinema Workers' Union	191	1/10/50	22
Northern Union of the African Staff of Messrs. Paterson Zochonis and Company Limited	192	1/23/50	50
Lagos Cycle Repairers' Union	193	1/10/50	38
Nigerian Mining Employers' Association	197	2/15/50	46
West African Cable and Wireless Service Association	209	7/11/50	22
Abeokuta Gravels and Granite Suppliers' Workers' Union	210	9/8/50	42
Ile-Ife Motor Transport Charterers' Union	211	9/8/50	40

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Name of Union	Registered number	Date registered	Membership
MEMBERSHIP 51 to 250			
Lagos Guilders' Trading Union	12	11/13/40	175
Ahoada Division Native Administration Staff Union	56	5/26/42	110
Holland Line African Staff Union	57	6/2/42	94
Tailors' Union of Nigeria	79	10/31/42	139
British Airways African Staff Union, Lagos	81	11/12/42	99
Holts African Workers' Union, Nigeria	82	11/19/42	120
London and Kano African Workers' Union, Nigeria.	54	12/14/42	57
Rowntree-Fry-Cadbury Workers' Union	87	4/16/43	98
Bank of British West Africa Limited African Staff Union (Nigeria).	89	7/12/43	178
Nigerian Electricity Supply Corporation African Workers' Union	99	1/10/45	193
Barclays Bank (Dominion, Colonial and Overseas) African Staff Union of Nigeria	111	2/6/46	51
Lagos Bakers' Union	112	2/20/46	110
Church Missionary Society Niger Bookshop and Press African Staff Union	114	5/28/46	83
Train Guards' Union (Nigerian Railway)	117	6/27/46	111
Ibadan Native Guilders' Association	118	7/3/46	160
Eastern Motor Transport Workers' Union	124	2/11/47	130
Ibadan Timber Dealers' and Contractors' Union	135	9/18/47	116
Allen and Staveley African Workers' Union, Nigeria	137	10/16/47	214
Association of the Railway Technical Supervisory Staff	150	6/25/48	145
Customs and Excise African Staff Association of Nigeria	151	7/8/48	185
Marketing and Exports Produce Inspection African Staff Union	152	7/12/48	95
Nigerian Newsvendors' Employees' Union	153	8/11/48	58
Western Provinces Motor Drivers' Union	159	9/25/48	250
Ibadan Union of Co-operative Societies' Employees	163	11/5/48	69
Nigerian Government Catering Workers' Union	167	12/15/48	140
Ilesha Motor Drivers' Union	175	1/13/49	134

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Name of Union	Registered number	Date Registered	Membership
Medical Laboratory African Technical Staff Association	182	6/30/49	52
Nigerian Union of Pharmacists	183	7/20/49	127
Gaskiya African Staff Union	184	8/17/49	117
Electrical Workers' Union of Nigeria	195	2/13/50	176
Tropical Testing Establishment African Workers' Union	201	5/3/50	170
Education (Trade Centre and Technical Institute) Workers' Union	204	4/26/50	84
Mercantile Produce Workers' Union	213	10/3/50	61
Drummers' and Shekere Beaters' Union, Lagos and Ebute Metta	214	10/19/50	222
Nigeria Leprosy Service Workers' Union	215	11/14/50	120
MEMBERSHIP 251 to 1,000			
African Locomotive Drivers' Union	13	11/22/40	711
Nigerian Motor Transport Union	16	3/26/41	560
West African Soap Company Workers' Union, Apapa	29	10/31/41	367
General Wood-Workers' Union, Nigeria and the Cameroons	33	11/24/41	380
Oil Storage Company Workers' Union, Apapa	34	11/24/41	259
Elder Dempster Lines African Workers' Union	43	1/8/42	435
Printers' Technical Union of Nigeria	45	1/29/42	361
Union of African Agricultural Technical Workers (Nigeria)	60	7/10/42	650
Nigerian Union of Nurses	85	1/12/43	746
Ibadan Union of Carpenters	108	9/20/45	497
Timber Laborers' Union, Nigeria	110	10/25/45	300
British American Tobacco Company African General Workers' Union	130	6/13/47	400
Oshogbo Artisan Workers' Union	136	9/16/47	580
Nigeria Messengers' Union	142	1/30/48	500
Societe Commerciale de l'Ouest Africain Workers' Union of Nigeria	147	4/29/48	503
Medical Field Unit and Sleeping Sickness Workers Union	155	8/21/48	453
Nigerian Union of Building Trade Workers	160	10/12/48	850

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Name of Union	Registered number	Date Registered	Membership
Engine Room and Deck Ratings African Workers' Union (Nigerian Marine)	166	11/25/48	557
Northern Nigeria Motor Drivers' Union	181	5/12/49	824
Amalgamated Domestic Workers' Union of Nigeria and the Cameroons	186	9/8/49	300
Amalgamated Dock Workers' Union	216	1/27/51	672
Northern Teachers' Association	218	3/13/51	780
Municipal and Local Authorities Technical and General Workers' Union	219	3/15/51	672
MEMBERSHIP 1,001 TO 5,000			
Station Staff Union, Nigerian Railway	6	2/13/40	1,373
Nigerian Marine African Workers' Union	20	5/28/41	2,718
Medical and Health Department Workers' Union	37	11/28/41	1,371
Union of Posts and Telegraphs Workers' of Nigeria	46	1/19/42	2,430
Nigerian Union of Seamen	80	11/3/42	1,363
Linemen Union of Nigeria and the Cameroons	149	5/20/48	1,126
Association of Nigerian Railway Civil Servants	177	3/7/49	1,202
Permanent Way Workers' Union of Nigeria	202	4/15/50	1,480
Likomba Plantation Workers' Union	212	9/28/50	3,026
MEMBERSHIP OVER 5,000			
Railway Workers' Union	1	1/17/40	11,025
Public Utility Technical and General Workers' Union of Nigeria and the Cameroons	26	10/13/41	15,798
Nigerian Union of Teachers	41	12/24/41	24,112
Federal Union of Native Administration Staffs of Nigeria	69	9/2/42	5,880
Cameroons Development Corporation Workers' Union	132	7/9/47	10,850
Amalgamated Union of United African Company Workers', Nigeria and the Cameroons	133	6/28/47	18,249
Nigeria African Mine-Workers' Union	174	1/7/49	12,358
Biney's Workers' Union	203	5/26/50	5,086

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TRADE UNIONS WITH MEMBERSHIP NOT KNOWN

	Registered number	Date registered	Membership
Nigeria Civil Service Union	171	12/15/48	
Essential Services Workers' Union of Nigeria	196	2/17/50	
Oyo Licensed Goldsmiths' Union	217	2/22/51	
Township Workers, Eastern and Western Provinces of Nigeria	220	4/7/51	
Nigeria Coal Miners' Union	221	4/6/51	
Lagos Town Council (Development) Contractors Union	222	4/23/51	
Oke Ikerre, Afao and Are Carpenters' Union	223	5/8/51	
Cameroons Motor Transport Union	225	6/11/51	
Marketing & Export Shipping Workers' Union	226	6/11/51	
Amalgamated Union of Civil Service Printers & Allied Workers	227	6/27/51	
Taxi Drivers Association	228	7/9/51	
Amalgmated Union of Civil Workers of War Establishment	229	7/23/51	
Benin Rubber Workers' Union	230	8/8/51	
Norken African Workers' Union	231	8/9/51	
Oil Palm Research and Farm Workers' Union	232	8/15/51	
Anglo-Spanish Employment Agency Workers' Union	233	8/21/51	
Enugu Timber Contractors' Union	234	8/21/51	
Nigeria Union of Mechanics	235	9/5/51	
Raft Pullers' Union, Kalabari Beach	236	9/5/51	
Missionary Workers' Union	237	9/17/51	
Licensed Guides Union	238	9/21/51	
Shell D'Arcy Workers' Union	239	10/8/51	
Ilorin Bakers' Union	240	10/22/51	
Abakaliki Contractors' Union	241	11/6/51	
Richard Costain African Workers' Union	242	11/6/51	
Union of Survey Draughtsmen	243	11/6/51	
Amalgamated Union of African Staff Clerical & Technical Workers of Metal Containers Ltd.	244	12/19/51	

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